



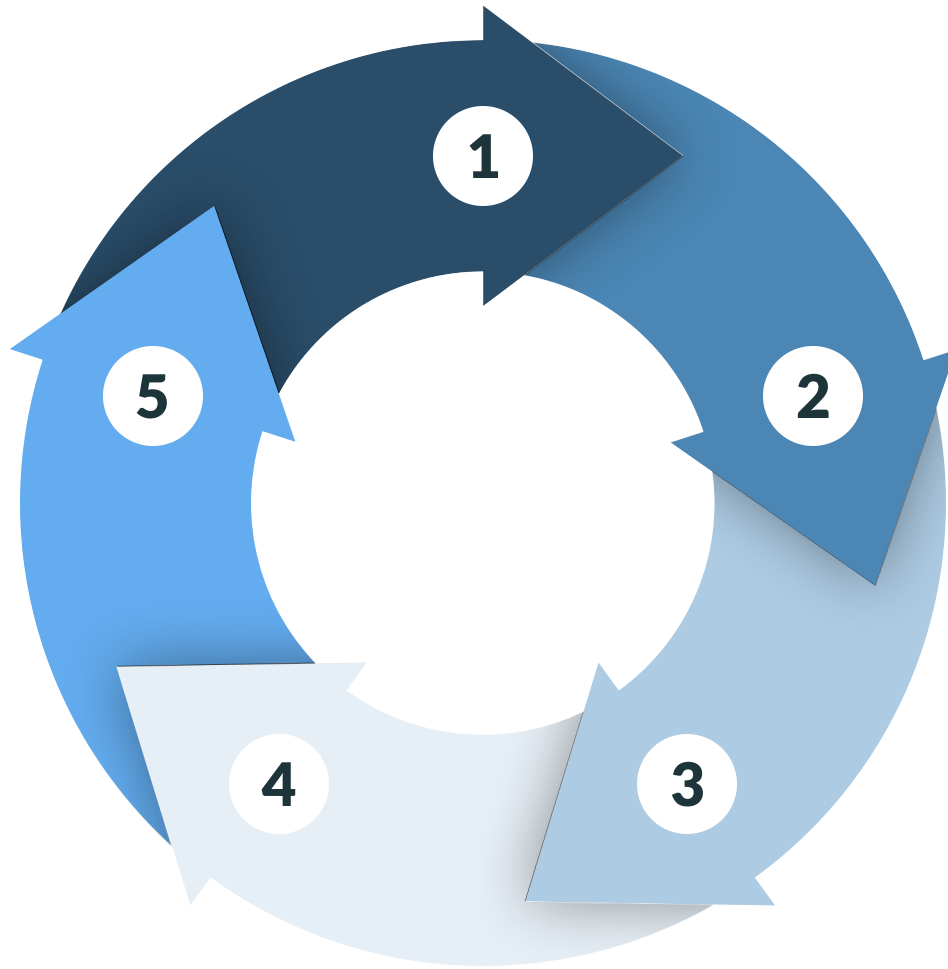
Sample Neurodiversity Action Plan

March 2025



Neurodiversity is a beautiful thing, and workplaces should be designed to empower and support it.

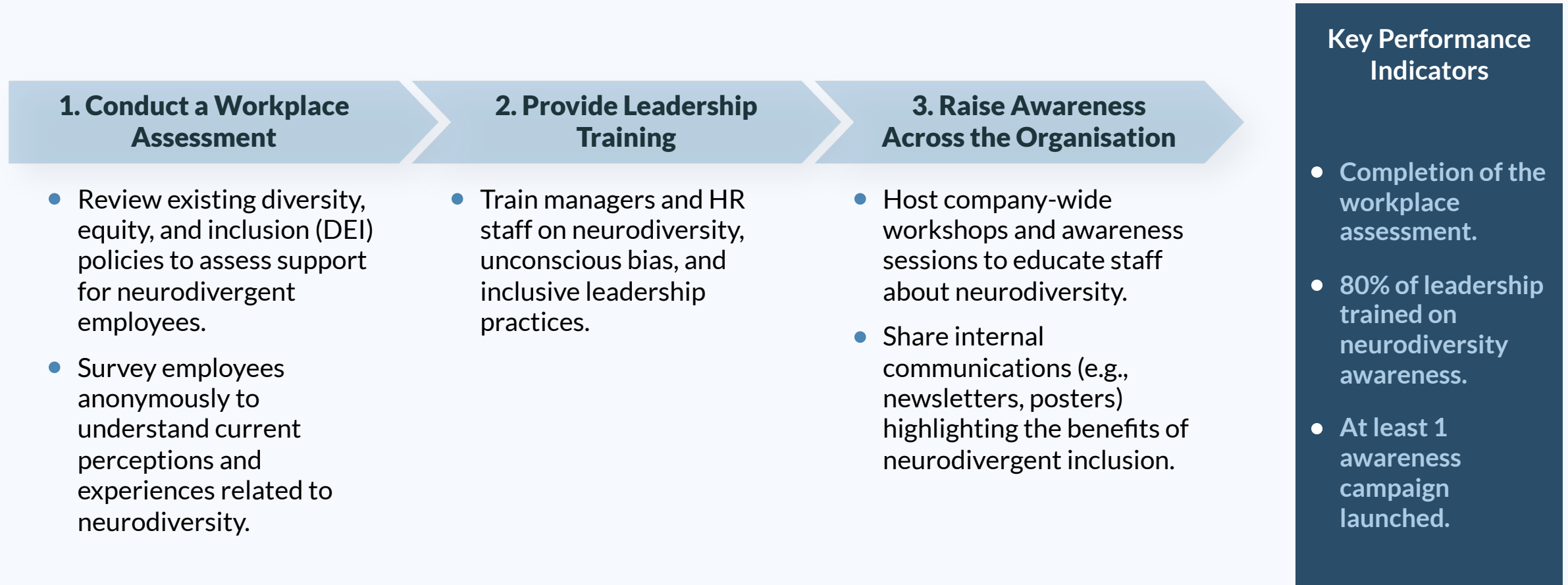
Five Phases of Neurodiversity Inclusion



- 1 Phase 1:** Assessment and Awareness (Months 1-3)
- 2 Phase 2:** Policy Development and Environmental Adjustments (Months 4-6)
- 3 Phase 3:** Support Systems and Employee Development (Months 7-12)
- 4 Phase 4:** Recognition and Advancement (Months 13-18)
- 5 Phase 5:** Review, Refine, and Sustain (Months 19-24 and Beyond)

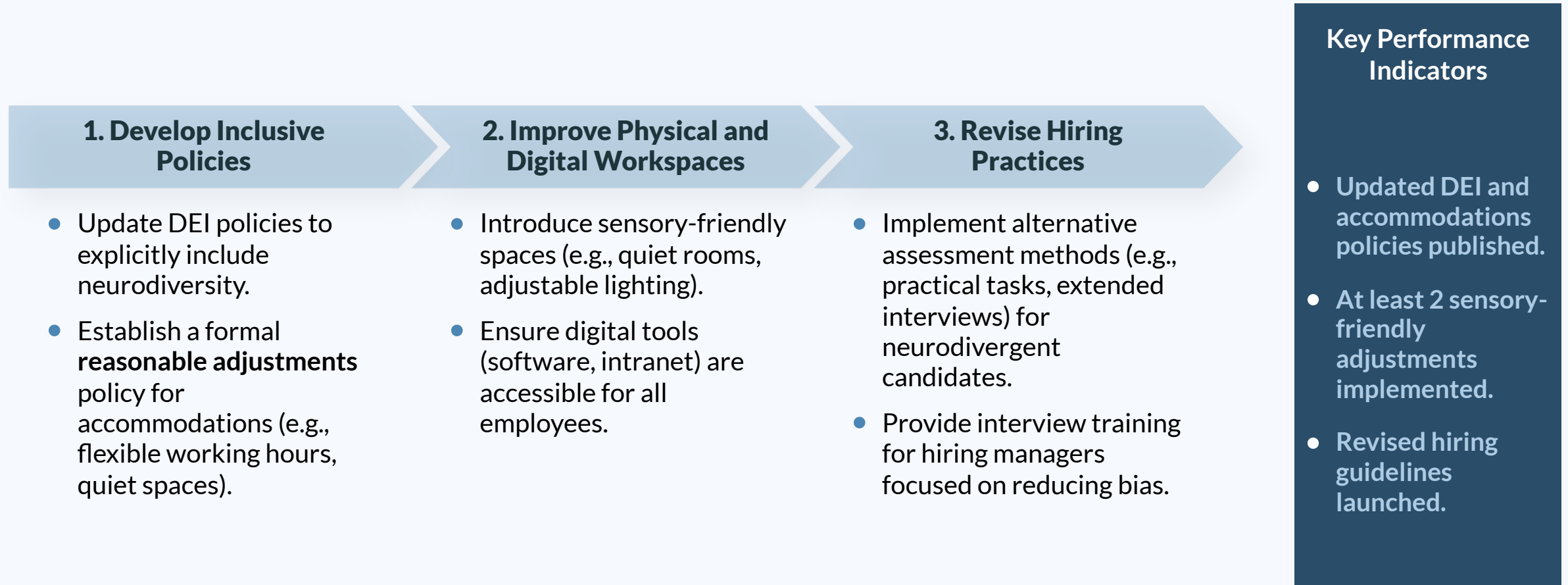
Phase 1: Assessment and Awareness (Months 1-3)

Objective: Establish a foundational understanding of neurodiversity and assess current workplace practices.



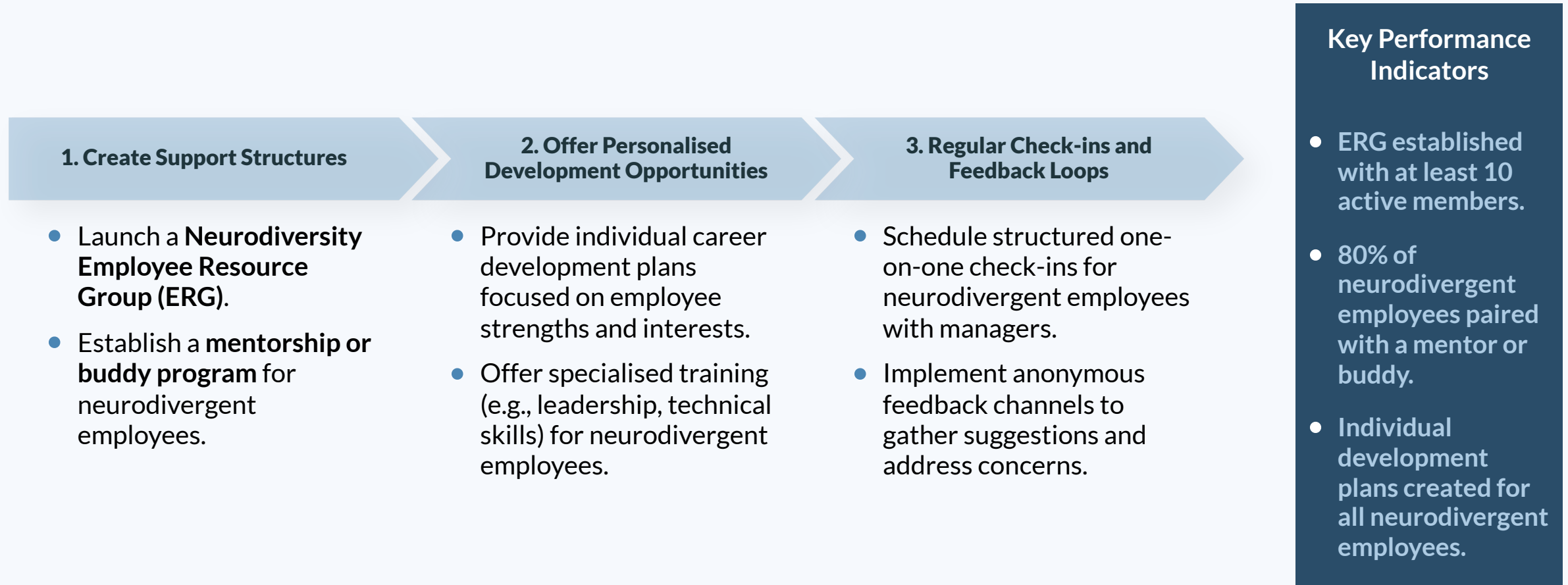
Phase 2: Policy Development and Environmental Adjustments (Months 4-6)

Objective: Create inclusive policies and adjust the physical and digital environment to support neurodivergent employees.



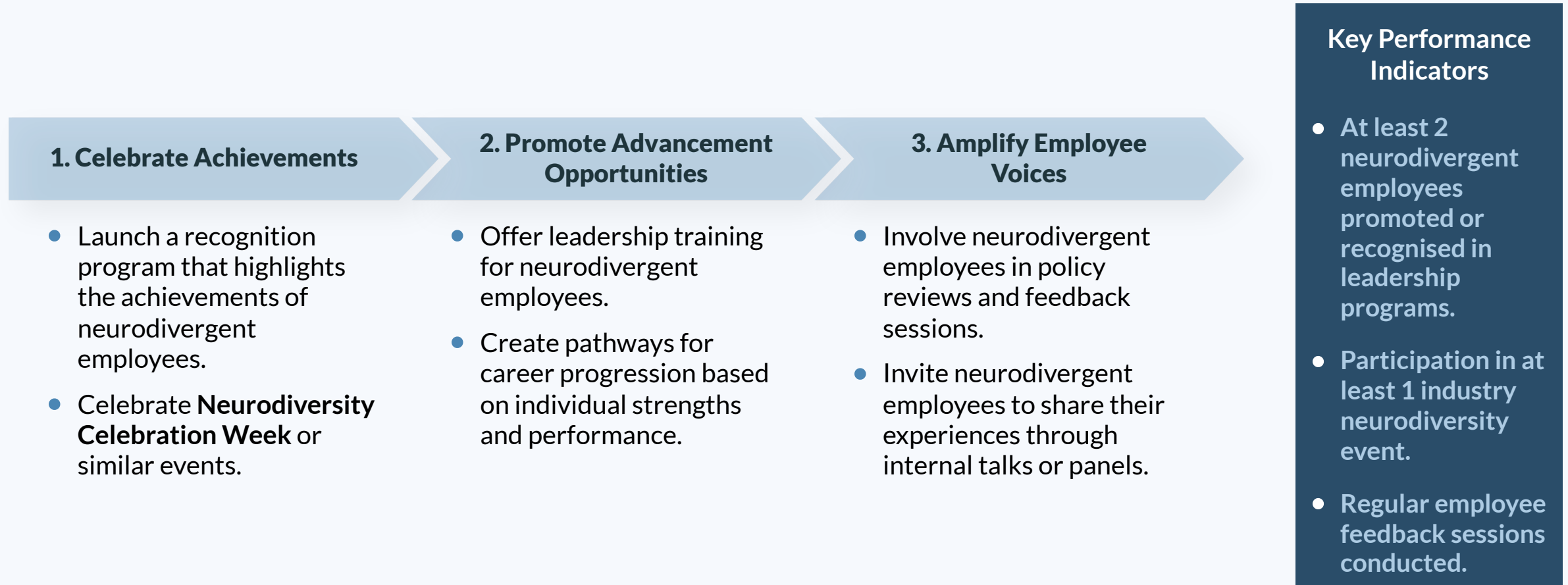
Phase 3: Support Systems and Employee Development (Months 7-12)

Objective: Establish ongoing support mechanisms and foster career development for neurodivergent employees.



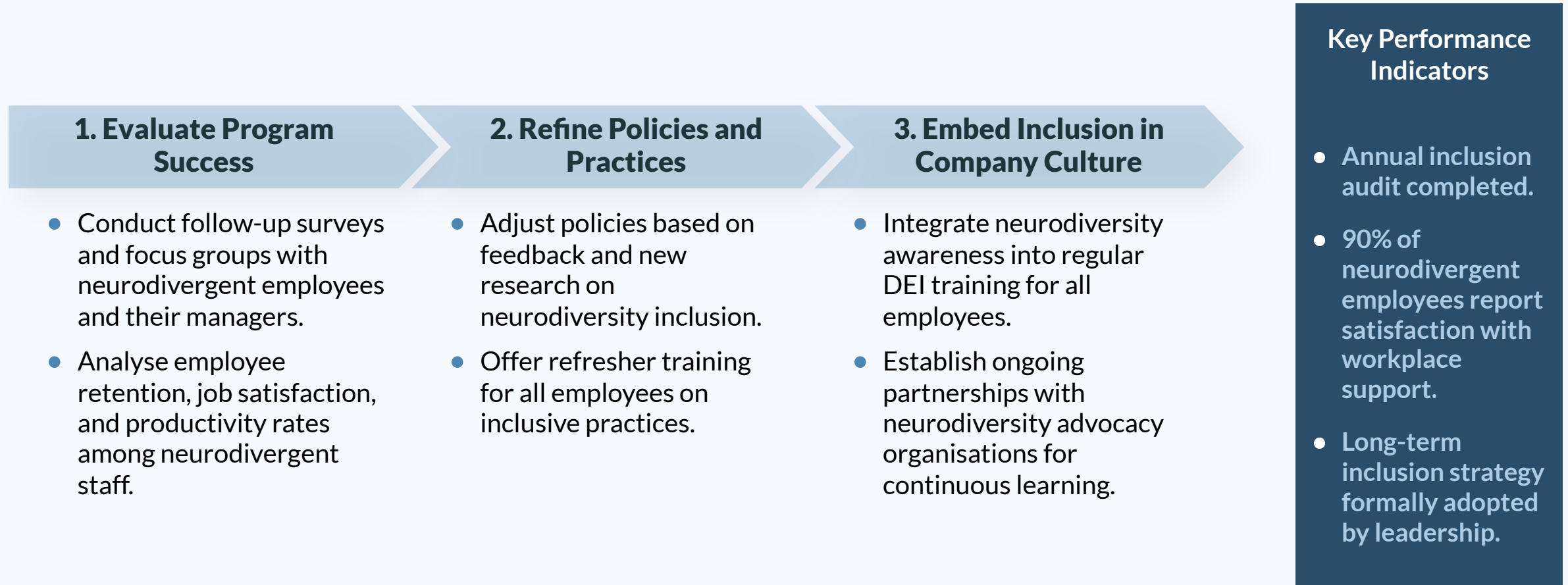
Phase 4: Recognition and Advancement (Months 13-18)

Objective: Acknowledge contributions, support advancement, and promote leadership opportunities for neurodivergent employees.



Phase 5: Review, Refine, and Sustain (Months 19-24 and Beyond)

Objective: Measure the impact of neurodiversity initiatives and integrate inclusion practices into long-term organisational strategy.



Monitoring and Reporting Structure

What gets measured matters.



1. Quarterly Updates

Share progress reports with leadership and employees.



2. Annual Review

Conduct a formal review of the neurodiversity inclusion program's impact.



3. Continuous Feedback

Create anonymous channels for employee suggestions and concerns.

**'We believe
deep insights
and collective
effort can
change the
human
experience.'**

CoLab Strategy



Cherie Rae (she/her)
Founder and Director



AJ (they/them)
**Lived Experience Research
and Education Lead**

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